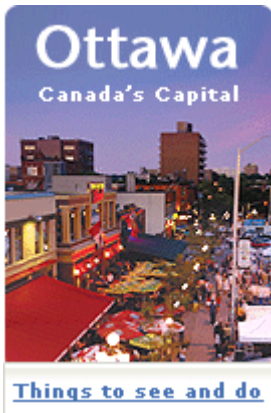




The Employee Performance Management Solution of Choice

Search
[Products](#) [Services & Support](#) [News & Events](#) [About Us](#) [Partners](#) [Contact](#) [Careers](#) [Info Request](#)
[Home](#) » [News & Events](#) » [Halogen Events](#) » [User Conference](#) » [Session Overviews](#)
[Print page](#) [Email this page](#)

Halogen Events

[News](#)
[Halogen Events](#)
[User Conference](#)
[Webinars](#)
[Press Kit](#)
[Press Archives](#)


**September 17-19,
Ottawa Marriott Hotel
Ottawa, Ontario**

User Conference

Session Overviews



Chris Lee
Associate Vice Chancellor for
Human Resource Services
Virginia Community College
System

Keynote:

Effective Performance Management: Making use of the right tools

September 18th - 9:30 am - 10:30 am

Effective performance management can unleash human potential bringing unlimited productivity returns to organizations. However, organizations must use the right methods or their efforts might backfire or cause performance to stagnate. Learn to use the right tools and best practice approaches to managing and regulating employee performance. Avoid common appraisal pitfalls and master 21st century techniques that ensure timely feedback and effective communication.

Chris Lee is a human resources practitioner, lecturer, researcher, and author. He is the Associate Vice Chancellor for Human Resource Services with the Virginia Community College System, a system of 23 colleges that serves nearly 400,000 credit and non-credit students. His background includes having served as the chief human resources officer for three different colleges or universities.



David W. Carter

Best Practices: Using Halogen eAppraisal to manage disciplinary actions

September 18th - 11:00 am - 12:00 pm

Session Description Coming Soon.

Highly Recommended

Completing appraisal forms online also makes editing faster and easier than their old paper-based process.

Debbie Clark,
Oil States' Industries

[View Customer List](#)

Agenda Updates

[Agenda-at-a-glance](#)
[Session Overviews](#)

Registration

The conference fee includes access to all conference activities.

[Register NOW!](#)

EPM Best Practices Forum

Share ideas and get free advice from leading industry experts.

[Join Now!](#)

Director of Human Resources
Parkview Health System

David Carter is currently Director of Human Resources for Parkview Health System. He has been involved in human resources management for the past twenty years, holding a variety of positions ranging from HR Generalist through his current position, working in the functional areas of Compensation, HRIS, Employee Relations, and Staffing during his career. David holds a Master's Degree in Industrial Relations from the Krannert Graduate School of Management at Purdue University, and a Bachelor's Degree in Business Administration from Butler University.



David Rivers
Training Manager
Halogen Software

Implementing 7.1 Features

September 18th - 1:30 pm – 2:30 pm

Halogen eAppraisal has definitely evolved over time, and eAppraisal 7.1 is the best version to date. Halogen eAppraisal has helped you to streamline the entire employee performance management process - with version 7.1 its possible for HR to make a greater contribution to meeting the goals of the organization. The [Halogen EPM Suite 7.1](#) includes enhanced versions of Halogen eAppraisal and [eAppraisal Healthcare](#) and includes three significant additions: Halogen On-Target Goal ManagementTM, dashboard analytics and web-service tools for integration with other HR applications. Learn how Halogen [On-Target Goal Management](#) enables managers to align individual performance goals with corporate goals and strategy, and ensure these goals are managed toward completion and success day-to-day. Learn how to use Halogen's [dashboard analytics](#) to monitor your organization's key employee performance management indicators and learn how use Halogen's web-service tools to integrate Halogen eAppraisal with existing HR systems. You will leave with the knowledge to implement new and enhanced features. A Q&A session will follow.

David Rivers is the Manager of Training at Halogen Software and has been with the company for over three years. He is also a professional trainer with over 20 years of experience in the field of software training. He has authored several books and training videos on a wide variety of software packages and has delivered training sessions and presentations to large audiences around the world.

Best Practices: Integrating key performance indicators (KPI) with goal management

Joint session presented by ASCG Inc. and Amcor Sunclipse North America



Juliana Cobb
Senior Vice President, Chief
Administrative Officer &
Corporate Counsel
ASCG Incorporated

September 18th - 3:00 pm – 4:15 pm

ASCG Inc. has been using Halogen eAppraisal since 2001. In its third year of use, ASCG began to integrate its key result areas (KRA) measurement into the process. Doing this allowed ASCG to set and measure performance against its KRAs and interface those measurements directly into its pay-for-performance compensation plan and its annual Profit-Sharing Incentive program. Learn how ASCG integrated its KRAs. ASCG will also share its KRA form.

Juliana Cobb is the Senior Vice President, Chief Administrative Officer and Corporate Counsel for ASCG Inc., a national engineering and architectural holding company. Ms. Cobb is licensed to practice law in Georgia, North Carolina and Alaska. She spent five years in private practice before joining Long, Haymes & Carr, a national advertising agency, as in-house counsel and personnel director in 1989.



Lowell T. Richardson, SPHR
Vice President, Learning &
Performance
Amcor Sunclipse North America

Learn how Amcor Sunclipse uses its 11 high-level Key Performance Indicators (KPI) with Halogen eAppraisal. Each of those 11 goals/measures have a budgeted attainment, and are broken down into their contributing measures/goals, in a "tree" method spanning several layers down into the organization. The presentation will describe how co-workers, especially Managers at each location, can align the goals, objectives, and measures for the coming fiscal year to each co-worker's eAppraisal. The presentation will demonstrate how each of these small, individual eAppraisal goals and objectives can be rolled up to meet local, divisional, regional, and, ultimately, one or more of our highest level KPI goals.

Mr. Richardson graduated from Southeast Missouri State University, and has spent most of his career in the packaging/corrugated box industry. For a time, he was a consultant in the Quality field, traveling worldwide to assist companies with ISO9000 registrations. He joined Amcor Sunclipse North America in 1998 as Vice President of Quality and Organizational Development. Since that time, he has helped Amcor Sunclipse to develop many of its talent and performance management systems and tools, including its internal University and its HRIS.



Product Roadmap

September 19th - 9:00 am-9:45 am

You've seen the latest features - now come and see what's in store for your organization

Dawn Mackay
 Director Product Management
 Halogen Software

in the next release of Halogen's EPM Suite.

Halogen is focused on continually delivering products that support your efforts to develop and retain the talent in your organization. In this session we'll reveal the details about an exciting new release of the software - due out at the end of this year - that includes new features across the product suite and a brand new module.

Prior to joining Halogen, Dawn was Product Manager at NSB Group and for over 20 years has enjoyed the experience of working directly with customers in the process of building software solutions. Dawn has been spent her career in the development of software for human resources, retailing, and customer relationship management. Dawn has held roles as software developer, designer, and project lead in the process of creating software for mainframe, PC, wireless and Internet applications.

KnowledgeBase[®]
 MARKETING, INC.
 A WUNDERMAN COMPANY



Best Practices: Enhancing career development using Halogen eAppraisal

Session presented by KnowledgeBase Marketing

Bill Jackson
 SVP of Human Resources
 KnowledgeBase Marketing

September 19th - 11:00 am – 12:00 pm

Learn how KnowledgeBase Marketing leverage career development using Halogen eAppraisal. This session will describe how the flexibility and power of eAppraisal afforded KBM much more than just an appraisal process. The presentation will demonstrate how KBM uses Halogen eAppraisal to directly link performance management, training, employee job assignments, merit (promotional) pay and career development in a unified methodology for its data processing business unit.

Bill Jackson is Senior Vice President of Human Resources at KnowledgeBase Marketing (KBM). In his current role, Bill is a member of the KBM Senior Executive Team and is chiefly responsible for all Human Resource functions. He oversees recruiting, hiring, career development, benefits and performance management.



Steve Youngdahl
 Manager, HR Systems and
 Processes
 Phoenix Children's Hospital

Best Practices: Using Halogen eAppraisal Healthcare

September 19th - 11:00 am – 12:00 pm

How is it possible to take your Performance Management System from over 400 forms down to just two? At Phoenix Children's Hospital, HR leadership has nearly completed a project to do just that. The key is in looking at how you're really defining Performance Management. Is your

performance management system really a mislabeled performance appraisal system? Are you measuring employees against past performance, or planning for their future? Is an employee's career really managed and driven by the employee? And how do regulatory compliance organizations, including JCAHO, stand on these issues? Attend this session to find out! This session will be quite interactive to the extent that attendance permits.

Steve is employed at Phoenix Children's Hospital, where he is accountable for HR Policies and Procedures, Regulatory Compliance, HR Process Improvement, HR Systems Integration, and special projects. Previously, he spent 8 years as a Management Consultant for Ernst & Young, focusing exclusively on health care clients in a variety of clinical and administrative areas.

September 19th - 1:00 pm – 1:45 pm

Practical Tutorial: Conducting end-user training programs

Upon completion of the design and construction of your new eAppraisal process, you'll likely want to introduce this new tool to your entire organization. End User Training is a vital part of any successful implementation, but many organizations don't know where to start. This session will guide you step by step through the design and delivery process of a successful End User Training program. A Q&A session will follow.

September 19th - 1:45 pm – 2:30 pm

Practical Tutorial: Halogen eCompensation

What's the buzz about [eCompensation](#)? Come and find out more about Halogen's newest product, eCompensation. You'll learn how it integrates into eAppraisal, how it can save your organization a great deal of time and effort by automating the compensation adjustment process, and you'll pick up tips and tricks on how to set up the compensation process properly the first time. A Q&A session will follow.

September 19th - 3:00 pm – 3:45 pm

Practical Tutorial: Administering the live process

Your process has gone live and it's now well underway, so what types of tasks can Administrators of a Halogen eAppraisal process expect to incur? Odds are good that managers and employees will be contacting you during the live process with questions or concerns. We've heard them all and we want to pass them on to you so you'll be prepared for any scenario that may pop up once your process goes live. A Q&A session will follow.

September 19th - 3:45 pm – 4:15 pm

Practical Tutorial: Creating advanced appraisal forms

Good appraisal forms are the key to any successful performance evaluation process. In Halogen eAppraisal, the sky's the limit when it comes to designing forms that will function the way you need them to. But quite often, tricks and

work-arounds are necessary to get a desired result. This session will reveal little known secrets and some of the most popular tricks for creating what could be considered advance appraisal forms. A Q&A session will follow.

[Register NOW!](#)

[top](#)

[Products](#)

[Services & Support](#)

[News & Events](#)

[About Us](#)

[Partners](#)

[Contact](#)

[Careers](#)

[Site Map](#)

info@halogensoftware.com / Ph: 613-270-1011 / Toll-Free: 866-270-8409 / Product Info Toll-Free: 866-566-7778

© Halogen Software. All rights reserved.

[Privacy Policy](#) [Terms of Use](#)

[eAppraisal](#) [eAppraisal Healthcare](#) [eCompensation](#) [e360](#) [eSurveyor](#)

Appraisal Management · On-Target Goal Management · Competency Management
Career and Development Planning · 360 Degree/Multi-rater Assessments · Employee Journals
Dashboard Reporting and Analytics · Compensation Management